



SACHI A. HAMAI  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

*"To Enrich Lives Through Effective And Caring Service"*

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# ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

January 29, 2019

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

19 February 5, 2019

CELIA ZAVALA  
EXECUTIVE OFFICER

Dear Supervisors:

### **SUCCESSOR MEMORANDUM OF UNDERSTANDING FOR BARGAINING UNIT 612 (SUPERVISORY PEACE OFFICERS) ALL SUPERVISORIAL DISTRICTS (4 VOTES)**

#### **SUBJECT**

Submitted for approval is the successor Memorandum of Understanding (MOU) for Bargaining Unit (BU) 612 (Supervisory Peace Officers) previously approved by the Board of Supervisors (Board) on October 16, 2018. We have made some technical corrections to clarify the language that identifies specified bonus provisions.

#### **IT IS RECOMMENDED THAT THE BOARD:**

Approve the amended accompanying successor Memorandum of Understanding between the County of Los Angeles and the Professional Peace Officers Association for Bargaining Unit 612.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The successor MOU approved by the Board on October 16, 2018, provided the terms and conditions for Bargaining Unit 612 for three (3) years – February 1, 2018 through January 31, 2021. It provided for a salary increase of 7 percent (28 levels) over three (3) years, and the continuation of existing bonuses and other compensation. In addition, the MOU allows for corresponding salary movement for related non-represented classifications not subject to the provisions of the Management Appraisal and Performance Plan.

An amendment to the MOU is needed to clarify salary provisions. Specifically, the equivalent standard salary levels comparable with identified percentages have been added to the MOU for the Sergeant Supervisory/Skill bonus and Patrol Station Retention bonus. These amendments do not require changes made to the payroll system to implement the changes in the agreements.

### **Implementation of Strategic Plan Goals**

The recommended action supports the Countywide Strategic Plan Goal III.3 of Realizing Tomorrow's Government Today by pursuing operational effectiveness, fiscal responsibility and accountability by providing for a wage and benefit structure that is financially responsible.

### **FISCAL IMPACT/FINANCING**

The provisions of the successor MOU have been ratified by the union and is within the parameters established by the Board. The County's pension actuary, Cheiron, Inc., has advised that the proposed salary adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plan. Therefore, there will be no negative impact on the funded status of the retirement system.

The salary movement for the term of the aforementioned contract has been accounted into the County budget for Fiscal Year 2018-19.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The successor MOU previously approved by the Board on October 16, 2018, establishes a new three-year term and provides for a 2 percent (8 levels) salary increase effective July 1, 2018, a 2.5 percent (10 levels) salary increase effective July 1, 2019, and a 2.5 percent (10 levels) salary increase effective July 1, 2020. In addition, existing bonuses and other forms of compensation will continue during the term of the MOU.

The accompanying amended successor Memorandum of Understanding has been approved as to form by County Counsel. The previously approved ordinance is not being amended at this time.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

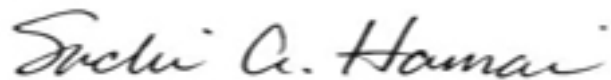
There is no impact on current services.

The Honorable Board of Supervisors

1/29/2019

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Respectfully submitted,

A handwritten signature in cursive script, reading "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:MM:MTK

TP:LR:mst

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
District Attorney  
Sheriff  
Auditor-Controller  
Human Resources  
Los Angeles County Employees Retirement  
Association

**AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY PEACE OFFICERS**

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 29<sup>th</sup> day of January 2019,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

Professional Peace Officers Association  
(hereinafter referred to as "PPOA").

WHEREAS, on the 16<sup>th</sup> day of October 2018, the parties entered into a Memorandum of Understanding regarding the Supervisory Peace Officers, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Memorandum of Understanding Article as set forth hereafter.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Salaries, Section 5 – Sergeant Supervisory/Skill Bonus; to clarify that the supervisory/skill bonus of 5.5 percent, is approximately 22 standard salary levels.
2. Amend Article 7 – Salaries, Section 12 – Patrol Bonus; to clarify that the monthly bonus of 1 percent, is approximately 4 standard salary levels.
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION

By

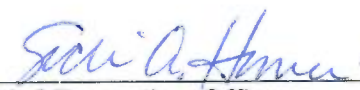
  
\_\_\_\_\_  
President, PPOA

By

  
\_\_\_\_\_  
Executive Director, PPOA

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES


By

  
\_\_\_\_\_  
Chief Executive Officer

By

  
\_\_\_\_\_  
Sheriff, County of Los Angeles

By

  
\_\_\_\_\_  
District Attorney  
County of Los Angeles

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS